

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 994 - SB 1058

March 1, 2015

SUMMARY OF BILL: Prohibits an employer from discharging or taking any adverse employment action against an employee solely for transporting or storing a firearm or firearm ammunition in an employer parking area in a manner consistent with current law. Authorizes an employee who is discharged, or subjected to an adverse employment action in violation of the provisions of this bill, to bring a cause of action against the employer, and to recover economic damages plus reasonable attorney fees and costs.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- The Department of Safety, the Department of Labor and Workforce Development, and the Administrative Office of the Courts all report this bill will have no fiscal impact on operations.
- There will not be a sufficient number of cases for state or local government to experience any significant increase in revenue or expenditures.
- Any other fiscal impact as a result of this bill will be borne by private parties.

IMPACT TO COMMERCE:

Other Commerce Impact – Potential increased business expenditures of unknown amounts. Any such impact is dependent upon several unknown factors and cannot be reasonably quantified.

Assumption:

- To the extent employees bring causes of action against an employer as a result of this bill, when no cause of action would have been pursued under current law, business expenditures will increase by unknown amounts. Increased business expenditures could come in the form of counsel fees and expenses, damages awarded to the employee as the result of a court case, and costs incurred to settle any such case. Otherwise, the impact to commerce is considered not significant.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink, reading "Jeffrey L. Spalding". The signature is written in a cursive, flowing style.

Jeffrey L. Spalding, Executive Director

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